

Committee on performance-based compensation

Meeting minutes for July 26, 2004

Approved August 16, 2004

Attendees: Reed Demordaunt, Dr. Stan Olson, Dr. John Wenders, Teresa Molitor, Karen McGee, Sen. John Goedde, Rep. Ann Rydalch, Dr. Patty Toney, Dr. Cliff Green.

After introductions Chairman Demordaunt went over the goals, scope and timeline. It is the goal of the committee to have a pay-for-performance model developed and ready for schools or school districts to pilot in the near future. The committee plans to meet once a month for the next few months to prepare a report and recommendations for the next legislative session.

Dr. Patty Toney did a recap of the work done by the MOST committee. They were just starting to work on performance-based compensation when their grant ended. Much of the work of the committee addressed tiered licensure and alternate routes to certification as well as teacher quality awareness.

Jason Hancock, from the Legislative Budget Office, reviewed public school finance. It was pointed out that the Experience and Education Multiplier, as found in code is only a guideline for the districts. However, most districts' salary schedules are very similar to this schedule. Cliff Green talked about the fact that the districts work with the IEA and a master contract. This is something we need to keep in mind as we consider possible pilot locations.

Discussion ensued as to where we might have appropriate pilot sites. Dr. Stan Olson said he would like to work with the IEA and his district to try to pilot performance-based compensation.

Dr. Jack Wenders presented several documents addressing performance-based compensation. He took the committee through different ideas that have been explored in various states.

Reed Demordaunt presented the work he has done to develop a plan for performance-based compensation that encompasses several evaluation tools. Each area is given a percentage of the total evaluation with credit given by a percentage for work and accomplishment with in each area. He asked that each of the members of the committee take the model as a starting point to consider how it might work in Idaho's school system and what may need to be done to adapt it or statute to make it work. Karen McGee reminded everyone that as we go forward with this, we need to keep in mind that there will be no new dollars.

The next meeting was set for August 16, 2004